

Origin Enterprises Group

Sustainability Policy



Effective Date: 01.08.2025

Next Review Date: 31.07.2026

1. Purpose and Scope

This policy outlines Origin Enterprises plc's commitment to sustainability across all operations, subsidiaries, and our global value chain. It applies to all employees, contractors, suppliers, and partners. This policy integrates environmental, social, and governance (ESG) principles to align with our responsibilities under the Corporate Sustainability Reporting Directive (CSRD) and other emerging regulatory requirements.

2. Our Sustainability Ambition

Guided by our Nurturing Growth strategy, we aim to embed sustainability into the fabric of our business—delivering value for the environment, society, and our stakeholders. We are committed to long-term value creation through environmental leadership, social responsibility, and good governance.

Our sustainability efforts are focused on three key areas:

- Environmental Stewardship: Reducing emissions, optimising resource use, protecting biodiversity, and promoting circularity.
- Social Value: Fostering inclusive workplaces, supporting human rights, and positively impacting communities.
- Governance and Accountability: Operating with integrity and transparent reporting.

3. Key Commitments and Targets

Environmental

- Reduce Scope 1 and 2 greenhouse gas (GHG) emissions by 54.9% by 2032 (2019 baseline), and Scope 3 by 32.5%, in line with the Science Based Targets initiative (SBTi).
- Expand the Living Landscapes division to contribute 30% of Group operating profit and help deliver environmental KPIs by 2026.
- Achieve zero waste to landfill in the UK and Ireland by 2025 and introduce global recycling programmes by 2026.
- Improve nitrogen use efficiency (NUE) in cropping systems by 20% by 2030.
- Fast-track innovation in BioSolutions and sustainable crop inputs.

3. Key Commitments and Targets

Environmental

- Advance water stewardship, including training 75% of spray operators in Central Europe by 2026.
- Reduce water consumption by 20% by 2032, using FY24 as the baseline year.
- Establish 1,000 miles of biodiversity corridors by 2030.
- Deploy our Environmental Management System (EMS) across all Group business units by 2026.

Social:

- Achieve at least 30% female representation in leadership roles and 33% on the Board by 2030.
- Ensure respect for human rights across our supply chain, aligned with UN Guiding Principles and OECD standards.
- Promote diversity, equity, and inclusion (DEI) through training, policies, and employee development programmes.
- Support rural development and education through targeted community engagement initiatives.

4. Transparency and Disclosure

We are committed to:

- Annual sustainability reporting.
- Independent third-party verification of GHG emissions and material KPIs.
- Public disclosure of progress, governance, and risk management practices.

5. Continuous Improvement

This policy will be reviewed annually to remain aligned with regulatory changes and stakeholder expectations. Training, resourcing, and digital tools will be used to embed these commitments across the Group and drive a culture of continuous improvement and innovation.

Signed,



Sean Coyle
Chief Executive Officer